

Abstract

Why we didn't get diversity right the first time

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Diversity has different roles at different “stages” of development. Conflict and performance can be better managed by recognizing the “stage.” Understanding the strengths and weaknesses of collectives is essential. Our social behavior is a complicating factor, but it need not be mysterious and unmanageable.

Our modern world is challenging us by

- Faster change
- Greater uncertainty
- More “mixing”

When complexity of the global problem increases, selection does not necessarily result in improvement. Strong artificial selection sometimes fails to pass on optimal performance, so we get a plague of false positives in problem-solving. Unfortunately, modern experts only give answers, not rules.